

# SECOND AMENDED CHARGE OF DISCRIMINATION

AGENCY

CHARGE NUMBER

FEPA

130-2004-00534

X EEOC

*Amended*

and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)

Ms. Aimee Smith

HOME TELEPHONE (Include Area Code)

334-356-7452

STREET ADDRESS

CITY, STATE AND ZIP CODE

P. O. Box 1443, Montgomery, AL 36102

DATE OF BIRTH

07/05/81

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME. (If more than one list below.)

NAME

Kentucky Fried Chicken

NUMBER OF EMPLOYEES, MEMBERS

Over 15

TELEPHONE (Include Area Code)

334-244-0698

STREET ADDRESS

CITY, STATE AND ZIP CODE

1965 Coliseum Blvd., Montgomery, AL 36110

COUNTY

Montgomery

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

RACE COLOR SEX xxx

RELIGION NATIONAL ORIGIN

AGE DISABILITY

OTHER RETALIATION xxx, SEXUAL HARASSMENT xxx

DATE FIRST (or CONTINUING) DISCRIMINATION TOOK PLACE  
 AND DATE LAST DISCRIMINATION TOOK PLACE (Month Day Year)

FIRST: March, 2003

LAST: November 1, 2003

THE PARTICULARS ARE (If additional space is needed, attach extra sheet(s):

## CHARGE OF DISCRIMINATION

SSN: 417-13-2551

Sex: Female

Race: African American

417-13-2881

Please see following page for particulars.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

I declare under penalty of perjury that the foregoing is true and correct.

SIGNATURE OF COMPLAINANT

Aimee Smith

Aimee Smith

Date

February 17, 2004

Charging Party (Signature)

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE  
 (Day, month, and year)

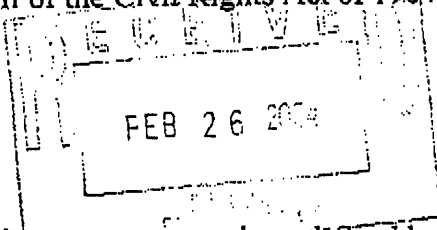
February 17, 2004

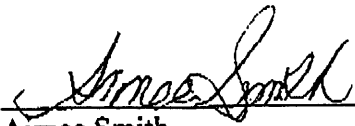
EXHIBIT

3

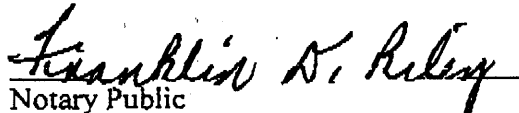
Page 2  
SECOND AMENDED EEOC Charge of Aimee Smith  
Social Security Number: 417-13-2551

1. I began my employment with Responding Party in March of 2003 as a cashier.
2. During the course of my employment I was subjected to repeated sexual harassment by a male co-worker, Jimmy Snell.
3. Throughout the course of my employment, Snell made inappropriate, non-consensual sexual comments.
4. Throughout the course of my employment, Snell made inappropriate sexual touchings. Among other things, Snell grabbed my rear, legs, arms, and shoulders. He exposed me to sexually explicit photos on his cell phone.
5. I told Snell in no uncertain terms how offended I was at his conduct on each occasion. I reported his conduct to my Manager, Glenda Johnson, repeatedly. When that did no good, I reported his conduct to Pat Hicks, Duty Manager, and Ann Knight, a Shift Manager. Both assured me they would take care of it. I reported it to Linda Stephenson, the Night Manager. She told me she would speak with the General Manager. I called the 800 # of Responding Party to report this.
6. After complaining to every level of management possible with Responding Party, my employment was terminated in retaliation for my complaints of sexual harassment.
7. I believe that I have been subjected to a sexually hostile work environment, suffered a tangible job action in connection with sexual harassment, and been retaliated against by Responding Party, all in violation of Title VII of the Civil Rights Act of 1964.



  
Aimee Smith

The foregoing instrument was acknowledged before me this the 17 day of February, 2004, by Aimee Smith.

  
Notary Public

My commission expires: January 29, 2007